

Leadership Institute Report

January 9, 2012

Presented to the State Soil Conservation Board

Three Workshops Held Statewide in 2011



In 2011, three Leadership Institute workshops in the Cornerstones of Leadership series were held statewide. This included the workshops Leadership in Change (Montgomery), Board Development (French Lick), and Impacting Community (Monticello). (Due to lack of participation, the Com-

munication workshop in Bryant was cancelled.) Overall attendance for these workshops was 71. A summary of these workshops follows.

- Leadership in Change: 18 SWCD Supervisors and Associate Supervisors, seven SWCD staff, two Partners, and one Spouse in attendance.
- Board Development: 18 Supervisors and Associate Supervisors, seven staff, two Partners, and two SWCD spouses were in attendance.
- Impacting Community: seven Supervisors and seven staff were in attendance.

Evaluations from the workshops continue to show positive remarks from participants. 96% of respondents said the workshop was worth their time. When asked to rank the workshop on a scale of 1 meaning terrible to 10 meaning terrific, the Leadership in Change, Board Development, and Impacting Community workshops scores all averaged eight.

Special thanks to Purdue Extension's role as an active contributor and Partner for co-developing this program and providing the knowledge base for it, and to all the local individuals who've helped make these workshops a success.



"This is a 'must' workshop for SWCD supervisors and staff to learn about their roles, responsibilities and ways to make your District more effective at home." -
Board Development participant

"Relaxed learning environment. Good speakers and facilitators. I enjoyed meeting other supervisors and hearing new ideas."
- Leadership in Change participant



“The workshop presents many good issues to consider for any county desiring to run an active and effective SWCD.” –
Board Development participant

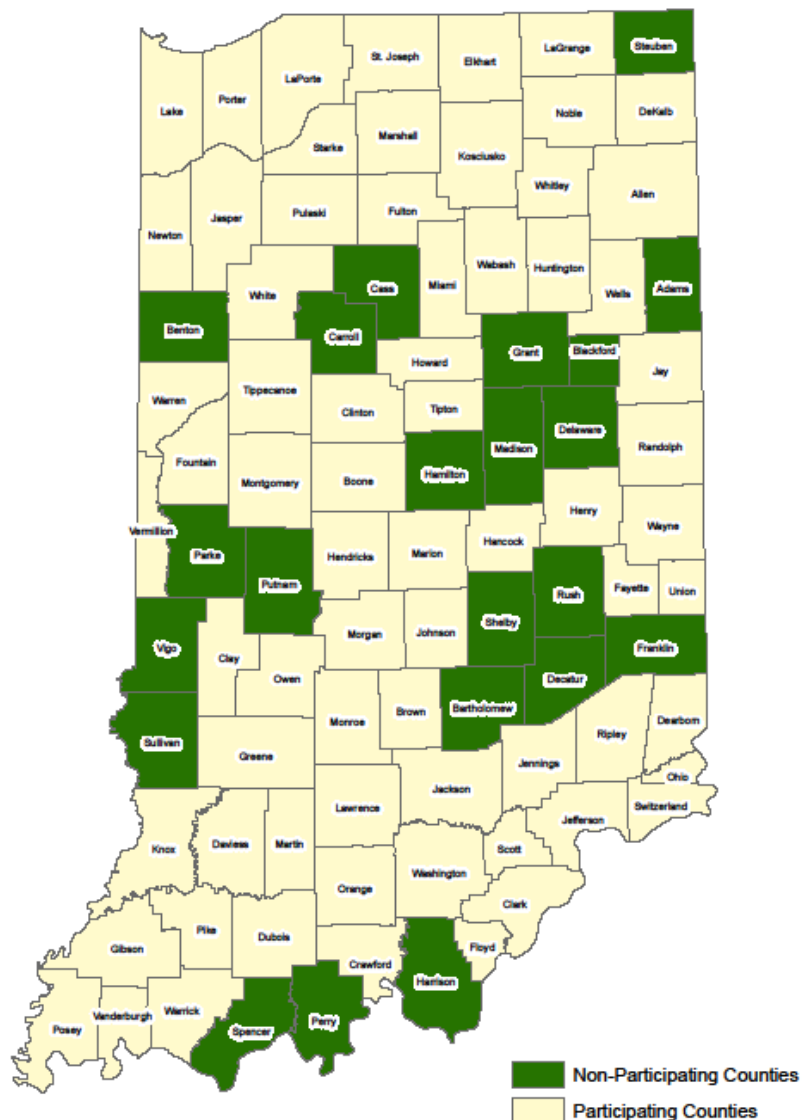


“Good training for new supervisors to get acclimated to the system.” –
Board Development participant

70 SWCDs Have Participated in the Institute Since Inception

In September 2006, a pilot workshop cementing the Leadership Institute workshop series took place. Since then, 18 more workshops have been held. 62 counties have sent SWCD Supervisors, Associate Supervisors, Staff, and spouses to these workshops. IASWCD, ISDA, NRCS, NACD and the SSCB have also sent personnel. SWCDs that have attended at least one workshop are depicted in this map.

2006 - 2011 Cornerstones of Leadership Participants



December 20, 2011
Deb Fairhurst, ISDA Program Manager

20 More Participants Complete the Cornerstones of Leadership Series

After the December 2011 workshop, 20 more individuals have completed the four workshops of the Cornerstones of Leadership program. They will be recognized at the 2012 IASWCD Annual Conference Awards Banquet. This group includes:

- SWCD Supervisors: Dana Coots & Sam Hagest (Clark Co), Rita Sharr (Greene Co), Joe Carroll (Huntington Co), Jim Martin (Jasper Co), Brad Ponsler (Jennings Co), Curtis McBride (Lawrence Co), J. Dennis Slaughter (Marion Co), Larry Strole (Newton Co), George Tebbe (Tipton Co), Dana Hart & Jeffrey McGuire (Warrick Co) & Jim Brown (Washington Co)
- SWCD Staff: Jay Tranbarger (Boone Co), Ann Ice (Gibson Co), Kelly Kent (Jennings Co), Chris Remley (Tippecanoe Co), Anita Hiatt-Rhonemus (Tipton Co) & Sharon Watson (White Co)

- SWCD Spouse: Paula McGuire (Warrick Co)

80% of respondents stated their overall reaction to the program was “very favorable” or “favorable”, and 100% said the program met their expectations. Overall, respondents ranked the series an eight out of 10.

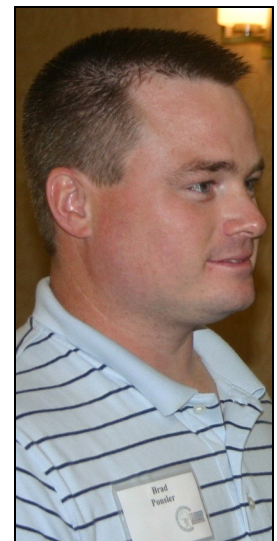
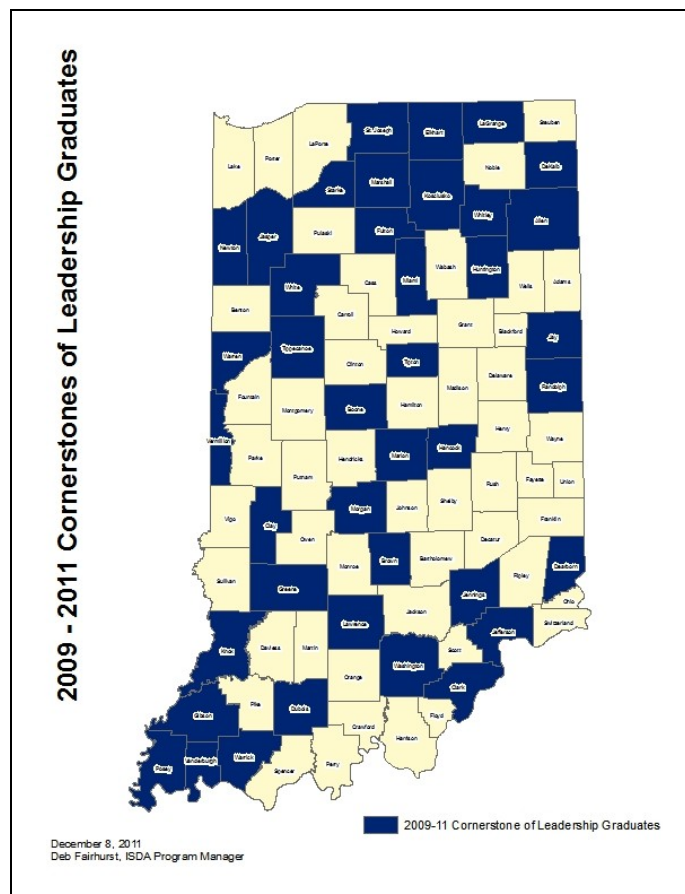
Congratulations to these individuals, and we thank you for your leadership and dedication to

your community!

Combined with the classes of 2009 and 2010, 73 people statewide have now achieved this success. This includes 39 Supervisors/Associates, 23 Staff, nine Partners, and two Spouses. Furthermore, 40 county SWCDs now have at least one person who has completed the workshop series. This is up 11 counties from last year’s total.

“[I learned] to be aware of the other personality types, to understand what “makes each other tick”, to understand the importance of mutual respect and diverse input.

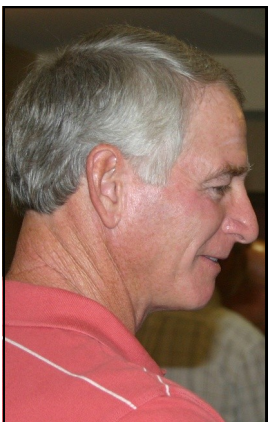
– Leadership in Change participant





“This has been the best workshop of the three I have attended, excellent topics.”

– Impacting Community participant



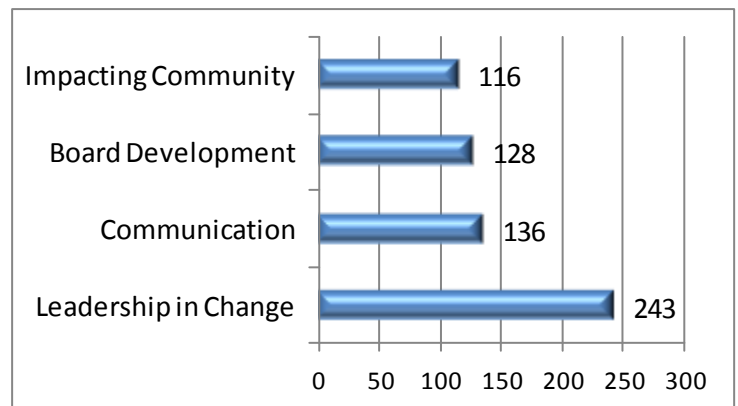
Feedback from 2011 Workshop Evaluations: Common Themes

These were common facets participants “liked the most” about the 2011 workshops: networking with other SWCD supervisors and staff, small group discussions, breakout sessions, location and activities, Myers-Briggs Type Indicator, large group discussions, hearing new ideas, learning new processes and concepts, & learning from other SWCDs

These were common facets participants “liked the least” about the 2011 workshops: not enough time to cover material, want more interaction time with other workshop participants, the two-day versus one-day workshop format, participant contact information list not included, & lack of more material geared specifically towards SWCD staff

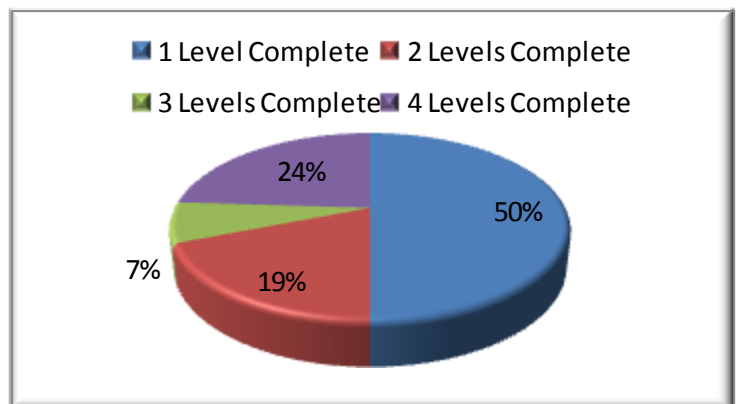
Attendance at Leadership Institute Workshops 2006-2011

To date, 19 Leadership Institute workshops have been held. This bar graph shows attendance at each of the four workshop levels.



Program Participant Completion Levels 2006-2011

Since 2006, the Leadership Institute program has trained 305 individuals (up 25 from last year). The pie chart to the right depicts how many workshop levels these individuals have completed.



Next Steps

- Three workshops will be held state-wide in 2012. These include Communication, Board Development, and Impacting Community. Local advisory committees will assist with workshop logistics.
- Leadership in Change will be offered again in 2013. In an effort to avoid competition with other traditional events such as family vacations or county fairs, no workshops will be offered during the busy summer months. The Leadership in Change workshop level will not be offered in 2012 since it currently has the highest number of participants compared to the other levels.
- SWCDs who haven't participated in the Leadership Institute program yet are particularly encouraged to attend in 2012.
- Ideas are being considered on how to boost or expand the existing Leadership Institute program.



2012 Leadership Institute Tentative Locations and Dates

Leadership in Change: this workshop will not be offered in 2012. Please join us in 2013.

Key topics: dealing with change in your SWCD, understanding yourself and others through the Myers Briggs Personality Type Indicator, how you can best serve your organization, & matching your skills and abilities with your position and responsibilities

Communication: February 17-18, Wabash. Evening activity: concert with country music legend George Jones

Key topics: building relationships with others, influencing others, listening to understand others, & speaking your message clearly

Board Development: September 7-8, Abe Martin Lodge, Nashville. Evening activity: TBA

Key topics: understanding group problem solving and decision-making, supervisor recruitment and retention, understanding group dynamics, & better meeting management

Impacting Community: November 30-December 1, Santa's Lodge, Santa Claus. Evening activity: Santa Claus Christmas Celebration & Dr. Ted's Musical Marvels museum

Key topics: strategic planning, community partnership building, managing a community level project, & securing resources

"Offer more workshops in addition to the Cornerstones."
– Cornerstones of Leadership series finisher, suggesting how the overall program could be improved





“Great to emphasize that there are a lot of great districts in Indiana and we are important.”

– Impacting Community participant

“[I learned a] broad range of skills to improve myself as a supervisor.”

– Cornerstones of Leadership series finisher



Budget Update: SSCB Leadership Institute Grant

In 2008, the SSCB set aside funding for the Leadership Institute program. Up to \$20,000 could be used to help pay for program expenses. By December 2011, all grant funds had been utilized. In addition to supporting the Cornerstones of Leadership, funds were used in 2011 to pull in two speakers to further build leadership capacity of SWCD Supervisors and Staff. In March, Jeff Beck, an attorney specializing in labor and employment law, trained SWCD Supervisors in managing personnel. Roughly 70 Supervisors participated in the sessions, which were held in four areas around the state. In December, motivational speaker Bob Ash presented to approximately 100 SWCD Staff in Plainfield during the SWCD Financial Management Workshop. Mr. Ash spoke on “Earning the Right to Lead”. He stressed the key to becoming an effective leader is not to focus on making people follow, but on making yourself the kind of person they want to follow.

Budget Update: RC&D Registration Fund

Upon registering for a Leadership Institute workshop, each participant pays a registration fee (currently \$125). These fees cover venue, activity and material costs, supplies, etc. and are managed by the Historic Hoosier Hills RC&D. Total expenses withdrawn from this account in 2011 was \$9,859.85 and total income was \$9,367.72. At the end of 2011, the account held a balance of \$13,277.70. A nest egg has been created for the program. All Leadership Institute program expenses will now come from this fund and will no longer be supported by other funds as they have in the past. Participants also receive assistance through the SSCB’s District Leadership Training Incentive grants.

New Instructors Trained and Utilized in 2011

In 2011, additional instructors were trained on each of the four workshop levels and associated topics. Tapping into the strengths of talented individuals around the state and utilizing these individuals regionally was necessary in order to help maintain the sustainability of the Leadership Institute workshop series.

Thank you to our instructors, facilitators and assistants from the 2011 season: Janet Ayres, Janice Bullman, Jennifer Boyle, Bob Eddleman, Laura Fribley, Jim Lake, Kitty Perkinson, Brad Ponsler, Nathan Stoelting, Tara Wesseler-Henry, Sharon Watson and Alan Weyer.

Leadership Institute Website: www.in.gov/isda/2638.htm